

WWLP
EEO PUBLIC FILE REPORT
December 1, 2011 - November 27, 2012

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-10, 12-14, 16-18, 21-31, 33, 35, 37-40, 42-49, 51-52, 54-73	73
IT Network Engineer	1-14, 16-18, 21-29, 31, 33, 35, 37-40, 42-44, 46-49, 51-73	37
Account Executive	1-10, 12-14, 16-18, 21-29, 31, 33, 35, 37-40, 42-49, 51-73	73
Multi-Media Journalist	1-10, 12-14, 16-18, 20-25, 27-29, 31, 33, 35-36, 38-40, 42-49, 51-73	73
Production Assistant Camera-WEB	1-10, 12-18, 21-25, 27-29, 31, 33, 35, 38-40, 42-44, 46-49, 51-67, 69-73	15
Producer - Mass Appeal	1-10, 12-14, 16-18, 21-29, 31-33, 35, 38-44, 46, 48-49, 51-73	73
Account Executive	1-10, 12-15, 17-18, 21-25, 27-29, 31-33, 35, 38, 40-44, 46-49, 51-73	15
Photographer/Editor/Live Truck Operator	1-10, 12-14, 17-19, 21-25, 27-29, 31-36, 38, 40-44, 46-53, 55-73	50
News Producer	1-6, 8-10, 12-14, 16-18, 21-25, 27-29, 31-33, 35-36, 38, 40-42, 44, 46-49, 51-53, 55-73	73

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Url : www.aic.edu Email : Fax : Manual posting Bunthany Thap	Y	0
2	AIC Afro-Am Cultural Center 1000 State Street Box 7 Springfield, Massachusetts 01109 Phone : 413-205-3941 Email : will.hughes@aic.edu Fax : 1--- Will Hughes	Y	0
3	Bay Path College Blake Student Commons-Lower Level 588 Loingmeadow Street Longmeadow, Massachusetts 01106 Phone : 413-565-1290 Email : Fax : 1-413-565-1118 Angela Derouin	Y	0
4	Berkshire Community College 1350 West Street Pittsfield, Massachusetts 01201 Phone : 413-499-4660 Email : jmonachi@berkshirecc.edu Fax : 1--- Judith Monachina	Y	0
5	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 Email : Fax : Manual posting David McDonough	Y	0

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6	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone : 781-736-3614 Email : Fax : Manual posting Angela Chau	Y	0
7	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Email : Fax : Manual posting Career Services	Y	0
8	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02129 Phone : 617-228-2245 Url : www.bhcc.mass.edu Email : Fax : Manual posting Jacqueline Kiddy	Y	0
9	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Email : Fax : 1-413-747-0613 Shauna Williams	Y	0
10	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Email : thuff@capecod.edu Fax : 1--- Career Services	Y	0

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11	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : www.careerbuilder.com Email : Fax : Career Builder Job Seeker	N	1
12	Center for Human Development 332 Birnie Avenue Spfld, Massachusetts 01107 Phone : 413-733-6624 Url : http://chd.org Email : Fax : 1-413-746-4657 Michelle Jarvis	Y	0
13	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Email : csbfarmington@gocsb.com Fax : 1-860-677-7577 H.M. Tenney, III	Y	0
14	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : csbstratford@gocsb.com Fax : 1-203-378-4330 Ariana Mazzella	Y	0
15	Current Employee	N	3
16	Dunbar Y 33 Oak Street Springfield, Massachusetts 01109 Phone : 413-788-6143 Email : ccremonti@springfieldy.org Fax : 1--- Coreen Cremonti	Y	0

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17	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Email : Fax : Manual posting Kara Jessup	Y	0
18	Emmy Online NATAS 300 Market Street, 2nd Floor Boston, Massachusetts 02135 Phone : Url : www.emmyonline.org Email : Fax : Manual posting Jill Jones	N	0
19	Employee Referral Deb Houle	N	1
20	Employee Referral (former) Gino Gingai	N	1
21	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Email : Fax : 1-978-927-0084 Liz Atilano	Y	0
22	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Email : hcarpenter@fisher.edu Fax : 1--- Heather Carpenter	Y	0
23	Greater Spfld. Chamber of Commerce 1441 Main Street #111 Spfld, Massachusetts 01103 Phone : 413-787-1555 Email : Fax : 1-413-731-8530 Laurie Brunelle	Y	0

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24	H.A.B. 705 75 South Manheim Boulevard Suite 9 New Paltz, New York 12561 Phone : 914-257-3165 Email : Fax : 1-845-257-2947 Christine Daly	Y	0
25	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : www.hcc.edu Email : rpowers@hcc.edu Fax : 1--- Richard Powers	Y	0
26	Indeed.com	N	5
27	LIN TV Posting One West Exchange St Suite 5A Providence, Rhode Island Phone : 401-457-9422 Url : http://www.lintv.com Email : WWLP_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	0
28	Lost Remote Job Thread, Inc. 295 Greenwich Street #235 New York, New York 10007 Phone : Email : Fax : Manual posting N/A N/A	N	0
29	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Email : Fax : 1-413-746-5646 Brenda Frye	Y	0

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30	Mass. Career Development Institute 140 Wilbraham Avenue Springfield, Massachusetts 01109 Phone : 413-781-5640 Email : ana@map.com Fax : 1-413-781-3482 Dino Innarelli	Y	0
31	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-664-4511 Email : Fax : Manual posting Career Services	Y	0
32	Mass. Rehab. Commission 29 Bluebird Circle Chicopee, Massachusetts 01020 Phone : 413-592-6814 Email : zebchris@aol.com Fax : 1--- Chris O'Hare	Y	0
33	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Email : Fax : Manual posting Jordan Walton	Y	2
34	MassLive.com	N	1
35	Mayor's Community on Women City Hall Plaza Boston, Massachusetts 02201 Phone : 617-635-4000 Email : bostonwomen@cityofboston.gov Fax : 1--- Marie Turley	Y	0

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36	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-648-5204 Url : www.medialine.com Email : Fax : Manual posting Mark @medialine	N	0
37	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : www.monstertrak.com Email : Fax : Manual posting Nichole Scire	N	3
38	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Fax : 1--- Greg Johnson	Y	0
39	NAACP - Norwich Branch 262 Main Street Norwich, Connecticut 06360 Phone : 860-886-1686 Email : Fax : 1-860-886-1686 Jacqueline Owens	Y	0
40	New Directions 181 Hillman Street New Bedford, Massachusetts Phone : 508-979-1616 Email : cleary@newdirectionsct.org Fax : 1-508-979-1656 Jessie Ealy	Y	0

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41	New England Business Associates 1985 Main Street Suite 303 Springfield, Massachusetts 01103 Phone : 413-821-9200 Url : www.nebaworks.com Email : clairann.muddiman@nebaworks.com Fax : 1--- ClairAnn Muddiman	Y	0
42	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Email : Fax : Manual posting Pat Blakemore	Y	0
43	New North Citizens Council 2383 Main Street Spfld, Massachusetts 01107 Phone : 413-746-4885 Email : Fax : 1-413-737-2321 James Mayon	Y	0
44	Our Lady of the Elms College 291 Springfield Street Chicopee, Massachusetts 01013 Phone : 413-594-2761 Email : Fax : 1-413-594-6699 Marsha Eagleson	Y	0
45	Outside Referral John Discenza, Esq.	N	3
46	Partners for Community 11-13 Hampden Street Spfld, Massachusetts 01103 Phone : 413-272-2200 Email : Fax : 1-413-731-5399 N/A N/A	Y	0

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47	Puerto Rican Cultural Center 38 School Street Springfield, Massachusetts 01105 Phone : 413-737-7450 Email : irodriguez@prccma.org Fax : 1--- Ileana Rodriguez	Y	0
48	Puerto Rican Veteran's Assoc. P.O. Box 70185 Springfield, Massachusetts 01107 Phone : 413-731-0194 Email : Fax : 1-413-736-2008 Gumersino Gomez	Y	0
49	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Email : Fax : Manual posting April McLynn	N	0
50	Referral-former employee Joe Sferraza	N	1
51	Rhode Island College 600 Mount Pleasant Avenue Providence, Rhode Island 02908 Phone : 401-456-8031 Url : www.ric.edu Email : Fax : Manual posting Linda Kent Davis	Y	0
52	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Phone : Email : Fax : Manual posting Career Services	Y	0

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53	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts 01970 Phone : 978-542-6407 Email : Fax : Manual posting Lisa Morency	Y	0
54	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-584-2700 Email : Fax : 1-413-585-2596 Career Services	Y	0
55	South End Citizens Council 507 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Email : Fax : 1-413-732-6820 Angelina Florian	Y	0
56	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Email : Fax : 1-413-263-6511 Career Services	N	0
57	Springfield College 263 Alden Street Springfield, Massachusetts 01109 Phone : 413-748-3927 Email : lwoloszyn@springfieldcollege.edu Fax : 1-413-748-3022 Lindsay Woloszyn	Y	0

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58	Springfield Tech. Community College Coop. Education/Career Services & Transfer Affairs P.O. Box 9000, Suite 1 Springfield, Massachusetts 01102-9000 Phone : 413-755-4464 Url : www.stcc.edu Email : pjwhite@stcc.edu Fax : 1--- PJ White	Y	0
59	Springfield YMCA 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-739-6951 Email : Fax : 1-413-736-4869 Corinne Cremonti	Y	0
60	Temple University 1601 North Broad Street Room 109 USB Philadelphia, Pennsylvania 19122 Phone : 215-204-7303 Email : Fax : Manual posting Sandra Foehl	Y	0
61	The New Eng. Institute of Art 10 Brookline Place West Brookline, Massachusetts 02445 Phone : 617-582-4443 Email : jlay@aia.edu Fax : 1--- John Lay	Y	0
62	Trinity College 303 Summit Street Hartford, Connecticut 06106 Phone : 860-297-2000 Email : Fax : 1-860-297-5378 Lanna Hagge	Y	0

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63	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Fax : 1--- Kim James	Y	0
64	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : Fax : Manual posting TVJobs tvjobs	N	0
65	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Email : Fax : Manual posting Sharon Jefferson	Y	0
66	Urban League of Greater Hartford P.O. Box 320590 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : bsievers@ulgh.org Fax : 1--- Bruce Sievers	Y	0
67	Urban League of Southwest Connecticut 46 Atlantic Street Stamford, Connecticut 06901 Phone : 203-327-5810 Email : Fax : 1-203-406-0008 Patricia Tartaglia	Y	0
68	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Email : Fax : 1-413-732-9364 Andrew Cade	Y	0

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69	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Email : Fax : Manual posting Deborah Pace	Y	0
70	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Email : Fax : Manual posting Maureen McCartney	Y	0
71	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-2311 Email : occ@williams.edu Fax : 1--- Career Services	Y	0
72	Work Opportunity Center, Inc. P.O. Box 3040 Agawam, Massachusetts 01001 Phone : 413-786-8830 Email : rwwoc@yahoo.com Fax : 1-413-789-6771 Richard Wright	Y	0
73	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Url : www.wwlp.com Email : Fax : Manual posting Kathy Stewart	Y	10
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	11/20/2012	Participation in events or programs sponsored by educational institutions	Bay Path College had a Career Development Summit which was held on January 12, 2012. Jerry Adams, an Acct. Exec. at WWLP, was a panelist in the Business and Communications break-out session at the Career Development Summit.	1	Account Executive	0.25
2	11/20/2012	Establishment of training programs for station personnel	LIN Media BA Summit - During May 2012, LIN's Business Administrators convened in Providence, RI to receive training on financial systems, employment relations, tax and finance issues and other matters. This training will enable the Business Administrators to attain higher level positions in the company and/or broadcast industry.	2	Reg. Bus. Mgr. Bus. Coordinator	1.00
3	11/20/2012	Participation in other activities designed by the station employment unit	Anna Giza, Promotion Director, gave a tour on April 4, 2012 to a television production class from Western New England University.	1	Promotion Director	1.00
4	11/20/2012	Participation in scholarship programs	Valley Press Club - The purpose of the Valley Press club is to improve the standards of journalism and to promote the best ideals of journalism. Each year the Valley Press Club awards five students planning to study journalism in college with \$1,000 scholarships.	1	VP/GM	1.00
5	11/20/2012	Participation in scholarship programs	Massachusetts Broadcasters Association - In 2012, WWLP participated as an active member of the Massachusetts Broadcasters Association Scholarship program. The scholarships are awarded annually in the amount of \$2,000 to students pursuing a career in broadcasting and are enrolled in a broadcast program in a two year or four year accredited school.	1	VP/GM	1.00
6	11/20/2012	Participation in Job Fairs	NABJ Annual Convention/Career Fair - LIN Media participated in and represented its stations, including WWLP, at the NABJ Career Fair held in New Orleans, LA from June 20-24, 2012.	1	HR Director	0.25

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7	11/20/2012	Participation in Job Fairs	Media Showcase & Career Fair EXPO at UNITY '12 - LIN Media participated in and represented its stations, including WWLP, at the UNITY '12 Career Fair EXPO held in Las Vegas, NV from Aug. 1-4, 2012. UNITY: Journalists, Inc. is a coalition of the four alliances, the Asian American Journalists Association, the National Association of Hispanic Journalists, the Native American Journalists Association and the National Lesbian and Gay Journalists Association.	1	HR Director	0.25
8	11/27/2012	Establishment of an intern program designed to assist members of the community	WWLP maintains an ongoing internship program with area colleges and universities including UMass-Amherst, Westfield State University, Western New England University, Elms College, etc. All internships are done for credit and under the auspices of a school of higher learning. Internships are done in Production, News, Promotion, etc. Internships are done during a semester or in the summer.	1	VP/GM	1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.75